

# Comparisons of Job Characteristics

**Focus Occupation:** Social and Human Service Assistants (21-1093)

**Associated Occupation:** Substance Abuse and Behavioral Disorder Counselors (21-1011)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 86

**Focus Occupation:** Social and Human Service Assistants (21-1093)

**Associated Occupation:** Substance Abuse and Behavioral Disorder Counselors (21-1011)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Therapy and Counseling	3.8	21.2	14.2	<< Extensive education and/or training may be required
Psychology	6.4	19.0	12.6	<< Extensive education and/or training may be required
Education and Training	9.2	15.6	10.0	<< Extensive education and/or training may be required
Clerical	7.3	12.2	12.0	0 Current knowledge level may be sufficient
Law and Government	5.9	10.8	8.0	<< Extensive education and/or training may be required
Sociology and Anthropology	4.1	10.7	8.8	< Expanded education and/or training may be required
Philosophy and Theology	3.2	6.9	8.2	> Current knowledge level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 96

**Focus Occupation:** Social and Human Service Assistants (21-1093)

**Associated Occupation:** Substance Abuse and Behavioral Disorder Counselors (21-1011)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Social Perceptiveness	9.1	16.7	13.6	< A higher skill level may be required
Active Listening	11.0	15.1	12.3	< A higher skill level may be required
Monitoring	9.9	13.2	10.1	<< Extensive development of skills in this area may be required
Service Orientation	7.9	12.9	12.8	0 Current skill level may be sufficient
Persuasion	7.4	11.4	9.6	< A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 95			
Focus Occupation: Social and Human Service Assistants (21-1093) Associated Occupation: Substance Abuse and Behavioral Disorder Counselors (21-1011)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	15.1	12.3	<	Some improvement in abilities may be required
Oral Expression	12.4	15.1	11.9	<<	Extensive improvement in abilities may be required
Problem Sensitivity	11.1	13.9	12.6	<	Some improvement in abilities may be required
Speech Clarity	10.2	13.6	11.9	<	Some improvement in abilities may be required
Written Comprehension	11.0	13.5	11.6	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	12.9	8.8	<<	Extensive improvement in abilities may be required
Written Expression	9.8	12.8	12.0	0	Current ability level may be sufficient
Deductive Reasoning	10.6	11.8	10.6	<	Some improvement in abilities may be required
Speech Recognition	9.9	11.6	12.8	>	Current ability level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 82
Focus Occupation: Social and Human Service Assistants (21-1093) Associated Occupation: Substance Abuse and Behavioral Disorder Counselors (21-1011)		
Work Activities	Exclusivity of Activity	
Coordinate social service activities with resource providers	77	
Empathize with others during counseling or related services	69	
Manage detailed case records in a social work setting	82	
Record client's personal data	80	
Relate to clients' socioeconomic conditions	82	
Use interpersonal communication techniques	10	
Use interviewing procedures	23	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 82

**Focus Occupation: Social and Human Service Assistants (21-1093)**

**Associated Occupation: Substance Abuse and Behavioral Disorder Counselors (21-1011)**

Tools and Technologies	Exclusivity
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.